SEC. 3. Reassignment of Functions Assigned. The Secretary of Defense and the Secretary of Homeland Security may reassign the functions assigned to them by this order to civilian officers, within their respective departments, who hold a position for which the President makes an appointment by and with the advice and consent of the Senate, except that the Secretary of Defense and the Secretary of Homeland Security may not reassign the functions assigned by sections 1(b) and 2(b), respectively. The Secretary of Defense may not reassign the function assigned by section 1(c) of this order except to such an officer within the Office of the Secretary of Defense (as defined in section 131(b) of title 10).

SEC. 4. General Provisions. (a) This order shall take effect on October 1, 2004.

- (b) Nothing in this order shall be construed to limit or otherwise affect the authority of the President as Commander in Chief of the Armed Forces of the United States, or under the Constitution and laws of the United States to nominate or to make or terminate appointments.
- (c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, entities, officers, employees or agents, or any other person.

GEORGE W. BUSH.

§ 302. Scope of delegation of functions

The authority conferred by this chapter shall apply to any function vested in the President by law if such law does not affirmatively prohibit delegation of the performance of such function as herein provided for, or specifically designate the officer or officers to whom it may be delegated. This chapter shall not be deemed to limit or derogate from any existing or inherent right of the President to delegate the performance of functions vested in him by law, and nothing herein shall be deemed to require express authorization in any case in which such an official would be presumed in law to have acted by authority or direction of the President.

(Added Oct. 31, 1951, ch. 655, § 10, 65 Stat. 712.)

SIMILAR PROVISIONS; REPEAL; SAVING CLAUSE

For similar provisions contained in prior law, and saving clause in connection therewith, see note preceding section 301 of this title.

$\S 303$. Definitions

As used in this chapter, the term "function" embraces any duty, power, responsibility, authority, or discretion vested in the President or other officer concerned, and the terms "perform" and "performance" may be construed to mean "exercise".

(Added Oct. 31, 1951, ch. 655, §10, 65 Stat. 712.)

SIMILAR PROVISIONS; REPEAL; SAVING CLAUSE

For similar provisions contained in prior law, and saving clause in connection therewith, see note preceding section 301 of this title.

CHAPTER 5—EXTENSION OF CERTAIN RIGHTS AND PROTECTIONS TO PRESIDENTIAL OFFICES

SUBCHAPTER I—GENERAL PROVISIONS

Sec.

Definitions.

402. Application of laws.

Sec.

SUBCHAPTER II—EXTENSION OF RIGHTS AND PROTECTIONS

- PART A—EMPLOYMENT DISCRIMINATION, FAMILY AND MEDICAL LEAVE, FAIR LABOR STANDARDS, EMPLOYEE POLYGRAPH PROTECTION, WORKER ADJUSTMENT AND RETRAINING, EMPLOYMENT AND REEMPLOYMENT OF VETERANS, AND INTIMIDATION
- 411. Rights and protections under title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and title I of the Americans with Disabilities Act of 1990.
- 412. Rights and protections under the Family and Medical Leave Act of 1993.
- 413. Rights and protections under the Fair Labor Standards Act of 1938.
- 414. Rights and protections under the Employee Polygraph Protection Act of 1988.
- 415. Rights and protections under the Worker Adjustment and Retraining Notification Act.
- 416. Rights and protections relating to veterans' employment and reemployment.
- 417. Prohibition of intimidation or reprisal.

PART B—PUBLIC ACCESS PROVISIONS UNDER THE AMERICANS WITH DISABILITIES ACT OF 1990

421. Rights and protections under the Americans With Disabilities Act of 1990.1

PART C—OCCUPATIONAL SAFETY AND HEALTH ACT OF

425. Rights and protections under the Occupational Safety and Health Act of 1970; procedures for remedy of violations.

PART D—LABOR-MANAGEMENT RELATIONS

431. Application of chapter 71 of title 5, relating to Federal service labor-management relations; procedures for remedy of violations.

PART E-GENERAL

435. Generally applicable remedies and limitations.

SUBCHAPTER III—ADMINISTRATIVE AND JUDICIAL DISPUTE RESOLUTION PROCEDURES

- 451. Procedure for consideration of alleged violations
- 452. Counseling and mediation.
- 453. Election of proceeding.
- 454. Appropriate agencies.
- 455. Effect of failure to issue regulations.
- 456. Confidentiality.

SUBCHAPTER IV—EFFECTIVE DATE

471. Effective date.

SUBCHAPTER I—GENERAL PROVISIONS

§ 401. Definitions

- (a) IN GENERAL.—Except as otherwise specifically provided in this chapter, as used in this chapter:
- (1) BOARD.—The term "Board" means the Merit Systems Protection Board under chapter 12 of title 5.
- (2) COVERED EMPLOYEE.—The term "covered employee" means any employee of an employing office.
- (3) EMPLOYEE.—The term "employee" includes an applicant for employment and a former employee.

¹So in original. Does not conform to section catchline.